
Family Member Employment Assistance

These programs help family members who are relocating because their military or civilian sponsor changes permanent duty station.

Note: Although there are many employment initiatives available to assist relocating families, the number of people seeking employment normally far outnumbers the actual job opportunities.

ELIGIBILITY REQUIREMENTS

Eligibility requirements vary for different programs. See the discussion below. You should contact your local human resources office for complete details on your eligibility.

REGISTRATION

Registration requirements also vary for different programs. See the discussion below. Your local human resources office will help you register.

DISCUSSION

The Department of the Army has incorporated several employment initiatives into its family member employment program.

- **Family Member Employment Assistance Program (FMEAP).** The human resources office and the Army Community Services work together to provide family members with a full range of services including:
 - Local federal and nonfederal employment information.

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- Individualized career counseling.
 - Help completing employment applications.
 - Job skills training information and classes.
 - Educational opportunities information.
 - Job search and personal development workshops.

Family members should use these services before leaving an area and after arriving at the new location.

- **Hiring Preference.**

- *Military Spouse Preference.* Military spouses relocating because of permanent change in duty station (not separation or retirement) are eligible for employment preferences in the Department of Defense at grades GS-1 through GS-15.
- *Family Member Preference.* Family members of military and civilian sponsors are eligible for hiring preferences in overseas areas. Contact the human resources office in the overseas area for additional eligibility information.

- **Noncompetitive Appointment.** Under Executive Order 12721, family members may be noncompetitively appointed (they do not have to apply through the Office of Personnel Management) in the competitive service to any position in the United States if they meet all qualifications and time-in-grade restrictions.

- **Priority Placement Program.** Family members are eligible for several programs under the Department of Defense Priority Placement Program.



○ *DOD Program.* Family members of Department of Defense personnel who have competitive status and are located in Alaska, Hawaii, or overseas may register in the program for placement in the United States. In addition, family members who are employed overseas and family members who are former employees that meet the appointment eligibility of Executive Order 12721 also may register for placement in the United States.

○ *DA Family Member Program.* Current Department of the Army employees who are family members of Department of the Army civilian or military personnel, have personal competitive status, and are accompanying or joining their sponsor on a permanent duty station move from one Department of the Army activity to another in the United States may register for a maximum of one year.

○ *DOD Military Spouse Preference Program.* This program is the only way an eligible spouse of active duty military will be offered priority referral for competitive positions in the United States at Department of Defense activities within the commuting area of the duty station of the military sponsor.

● **Family Member Counseling.** The Department of the Army provides family members with accurate and supportive information needed to make a smooth transition from one location to another.

● **Employment Information Sheets.** The Department of the Army has prepared detailed information sheets for each Department of the Army human resources office. These sheets provide information about Army employment, names of other federal agencies in the commuting area, and information about nonfederal personnel offices. You can get copies of the information sheets from your human resources office.

● **Training Resource Access Information Network (TRAIN).** Employment information is also available through this network,

an automated system located in most human resources offices in the United States.

- **Leave without Pay (LWOP).**
 - Family members with status can be granted leave without pay for a minimum of 90 days to relocate with a sponsor to a new duty location. This allows the family member to obtain employment without a break in service. Extensions beyond the initial period may be granted if the family member does not find employment immediately.
 - Overseas family members serving on family member appointments who accompany their sponsors to a new duty station also can be granted leave without pay.

QUESTIONS AND ANSWERS

Is there a hiring preference for spouses of civilian sponsors?

No. Congress is considering proposed legislation to expand military spouse preference to certain civilian spouses. If the legislation is enacted, Department of Defense civilian spouses who are on mandatory mobility agreements or relocating to/from an overseas assignment will get the same preference currently given to military spouses.

My spouse does not work for the federal government. What assistance is available to help with our relocation?

Your spouse can get assistance in finding nonfederal employment through the Family Member Employment Assistance Program (FMEAP) and through the Army Career and Alumni Program (ACAP). Both programs provide job search information and individualized career assistance and counseling.



My son worked for the federal government while I was assigned overseas. Is he entitled to a job with the government now that we have returned to the United States?

Although your son would not be entitled to a job, he may be noncompetitively appointed to the competitive service in the United States if—

- He is a United States citizen or owes allegiance to the United States.
- He worked 12 months in an appropriated fund position under an overseas local hire appointment within any 10-year period beginning 1 January 1980.
- You were officially assigned to the overseas area during the 12-month period of service.
- He accompanied or joined you on your official assignment overseas.
- He was appointed within three years of returning to the United States or before 1 January 1994.

Note: The 1 January 1994 period of eligibility is meant to benefit all family members—including those who have never met the previous requirement and those whose eligibility has since expired. Contact your local human resources office to determine the period of eligibility.